

Medical Officers, Career Medical Officers and Medical Superintendents  
Salaries 2023 - 2024

Summary	Outlining Salaries for Medical Officers, Career Medical Officers and Superintendents Salaries from 2023-2024
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## Medical Officers, Career Medical Officers and Medical Superintendents Salaries 2023 - 2024

### Purpose

This Information Bulletin sets out the remuneration rates which commenced from the first full pay period after 1 July 2023 for Public Hospital Medical Officers, Public Hospital Career Medical Officers and Public Hospital Medical Superintendents employed by NSW Health.

### Key Information

Full-time Public Health Medical Officers, Public Health Career Medical Officers and Public Health Medical Superintendents employees shall be paid the salaries and allowances below from the commencement of the first full pay period on or after 1 July 2023.

#### Public Health Medical Officers

Medical Officers		
<b>Intern</b>		
Intern	Per annum	76,009
<b>Resident</b>		
1st Year	Per annum	89,095
2nd Year	Per annum	97,993
3rd Year	Per annum	110,986
4th Year	Per annum	120,489
<b>Registrar</b>		
1st Year	Per annum	110,986
2nd Year	Per annum	120,489
3rd Year	Per annum	130,027
4th Year	Per annum	139,187
<b>Senior Registrar</b>		
For the purposes of calculation of payments to officers pursuant to the provisions of this Award, one hour's pay shall be calculated in accordance with the following formula: Per annum Salary x 1/ 52.17857 x 38 and one day's pay shall be calculated by multiplying one hour's pay (as calculated in accordance with the above formula) by 7.6		
Senior Registrar	Per annum	156,494

### Allowances (Medical Officers)

Higher Medical Qualification Allowance (Medical Officers)	Per Week	65.70
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The above allowance is paid to officers who obtain an appropriate higher medical qualification subsequent to graduation. It does not apply to an officer appointed as a Senior Registrar. The salary prescribed for a Senior Registrar has taken into account that a higher medical qualification is a prerequisite for appointment.

Higher Medical Qualification Allowance - After 5 Years	Per Week	32.90
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The qualification allowance is paid when an officer in his/her fifth and subsequent years of registrar-ship is expected to meet the formal requirements of a higher medical qualification in that year.

### Part-Time Medical Officers

(These rates are from Agreement No. 1 of 1975 and are applicable to part-time medical officers employed as at 1 June 1993 who did not elect to convert to permanent part-time employment)

Less than 3 years post-graduate experience (per hour)	Per hour	64.33
More than 3 years post-graduate experience (per hour)	Per hour	75.40
More than 6 years post-graduate experience (per hour)	Per hour	90.72

Provided that no officer may be employed for more than 24 hours in any period of 7 consecutive days.

Formula:

- Part-time Medical Officer with less than 3 years post-graduate experience = 1st year Registrar divided by 52.17857 divided by 38 plus 15%.
- Part-time Medical Officer with more than 3 years post-graduate experience = 3rd year Registrar divided by 52.17857 divided by 38 plus 15%.
- Part-time Medical Officer with more than 6 years post-graduate experience = Senior Registrar divided by 52.17857 divided by 38 plus 15%.

### Transferred Medical Officers

Less than 6 years post graduate experience (per hour)	Per hour	73.03
6 to less than ten years post graduate experience (per hour)	Per hour	90.72
10 years or more post-graduate experience (per hour)	Per hour	115.00
Possess Dip. of Psychological Medical (per hour)	Per hour	107.99
Dip. of Psychological Medical more than 2 years (per hour)	Per hour	115.00
Medical Officer - 5th Schedule - 10th year (per annum)	Per annum	164,607

Community Physician		
Community Physician	Per annum	206,836

### Public Health Career Medical Officers

Career Medical Officers		
Grade 1		
1st Year	Per annum	139,187
2nd Year	Per annum	149,930
3rd Year	Per annum	156,494
4th Year	Per annum	161,777
5th Year	Per annum	168,166
Grade 2		
1st Year	Per annum	174,634
2nd Year	Per annum	180,061
3rd Year	Per annum	190,617
4th Year	Per annum	207,388
Senior		
1st Year	Per annum	223,306
Thereafter	Per annum	239,659
Allowance Description	Frequency	Rate from pay period on or after 1 July 2023
In-charge allowance	Per 12 hours of duty of part thereof	39.20
On -call Allowance per on call period which coincides with a day rostered on duty	Per Day	43.00
On -call Allowance per on call period which coincides with a day rostered off duty	Per Day	85.90
On call per week (Career Med.Officers)	Per Week	300.90
Full uniform including special shoes if required	Per Week	2.89
Other cases	Per Week	2.13

### Public Health Medical Superintendents

Medical Superintendents		
Chief Executive Officer		
Level 1	Per annum	260,556
- 16% Clinical Loading (CEO L1)	Per annum	41,689
Level 2	Per annum	248,293
- 16% Clinical Loading (CEO L2)	Per annum	39,727
Level 3	Per annum	236,027
- 16% Clinical Loading (CEO L3)	Per annum	37,764
Level 4	Per annum	191,108
- 16% Clinical Loading (CEO L4)	Per annum	30,577
Level 5	Per annum	174,767
- 16% Clinical Loading (CEO L5)	Per annum	27,963
Medical Super / Deputy Chief Executive Officer		
Level 1	Per annum	248,293
- 16% Clinical Loading (MSDCEO L1)	Per annum	39,727
Level 2	Per annum	236,027
- 16% Clinical Loading (MSDCEO L2)	Per annum	37,764
Level 3	Per annum	219,693
- 16% Clinical Loading (MSDCEO L3)	Per annum	35,151
Level 4	Per annum	174,767
- 16% Clinical Loading (MSDCEO L4)	Per annum	27,963
Level 5	Per annum	166,591
- 16% Clinical Loading (MSDCEO L5)	Per annum	26,655
Deputy Medical Superintendent		
Level 1	Per annum	219,693
- 16% Clinical Loading (DMS L1)	Per annum	35,151
Level 2	Per annum	191,108
- 16% Clinical Loading (DMS L2)	Per annum	30,577
Level 3	Per annum	174,767
- 16% Clinical Loading (DMS L3)	Per annum	27,963

### Assistant Medical Superintendent

#### Level 1

1st Year	Per annum	182,947
- 16% Clinical Loading (AMS L1)	Per annum	29,272
2nd Year	Per annum	191,108
- 16% Clinical Loading (AMS L1Y2)	Per annum	30,577

#### Level 2

1st Year	Per annum	166,591
- 16% Clinical Loading (AMS L2)	Per annum	26,655
2nd Year	Per annum	174,767
- 16% Clinical Loading (AMS L2Y2)	Per annum	27,963

#### Level 3

1st Year	Per annum	158,443
- 16% Clinical Loading (AMS L3)	Per annum	25,351
2nd Year	Per annum	166,591
- 16% Clinical Loading (AMS L3Y2)	Per annum	26,655

#### Level 4

1st Year	Per annum	142,093
- 16% Clinical Loading (AMS L4)	Per annum	22,735
2nd Year	Per annum	150,268
- 16% Clinical Loading (AMS L4Y2)	Per annum	24,043

### Clinical Superintendent

#### Level 1

1st Year	Per annum	166,591
- 16% Clinical Loading (CS L1)	Per annum	26,655
2nd Year	Per annum	174,767
- 16% Clinical Loading (CS L1Y2)	Per annum	27,963

#### Level 2

1st Year	Per annum	158,443
- 16% Clinical Loading (CS L1)	Per annum	25,351
2nd Year	Per annum	166,591
- 16% Clinical Loading (CS L2Y2)	Per annum	26,655

### Allowances (Medical Superintendents)

16% Clinical Loading - Medical Superintendents are paid a salary supplement of 16% of the appropriate base Award salary as varied from time to time with respect to their clinical work performed as part of their function. The qualification allowance shall only apply to those officers who were receiving this allowance as of April 1986 and have continued to remain in the position held by them as of that date.

Higher Medical Qualification Allowance (Medical Superintendents)	Per Week	59.00
Diploma Hospital Administration issued AIHA	Per Week	34.68

Where an officer holds a higher medical qualification relevant to his/her hospital work

Diploma or Degree Hospital Administration from a University – where the officer has no higher medical qualification, but holds a diploma or degree in Hospital Administration	Per Week	34.68
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### Hospitals are graded at level indicated below:

Level 1 - Royal Prince Alfred Hospital, Prince Henry/Prince of Wales Hospital Group, Royal North Shore Hospital, The Parramatta Hospitals, Royal Newcastle Hospital.

Level 2 - St. Vincents Hospital, Darlinghurst, St. George Hospital, Royal Alexandra Hospital for Children.

Level 3 - Sydney Hospital, Hornsby & Ku-Ring-Gai Hospital, Wollongong Hospital, Bankstown Hospital, Blacktown District Hospital, Gosford Hospital, Liverpool Hospital, Mater Misericordiae Hospital - Waratah, Sutherland Hospital, Royal Hospital for Women, Tamworth Group, Moree Group, Armidale Group, Maitland Group.

Level 4 - Albury Base Hospital, Auburn District Hospital, Balmain District Hospital, Broken Hill & District Hospital, Canterbury Hospital, Cessnock District Hospital, Dubbo Base Hospital, Fairfield District Hospital, Grafton Base Hospital, Lewisham Hospital, Lismore Base Hospital, Mater Misericordiae Hospital - North Sydney, Manning River District Hospital, Mount Druitt Hospital, Nepean District Hospital, Orange Base Hospital, Ryde Hospital, Wagga Wagga Base Hospital, Port Kembla District Hospital, Manly District Hospital, St. Margaret's Hospital for Women, Mona Vale District Hospital, Wallsend Hospital, Goulburn Group, Queanbeyan Group, Bega Group, Young Group, Hastings Valley, Group, Macleay Valley Group.

Level 5 - Langton Clinic, Royal Ryde Homes, Griffith Base Hospital, Western Suburbs Hospital, Bathurst District Hospital, Blue Mountains District Anzac Memorial Hospital, Camden Hospital, Lithgow District Hospital, Marrickville District Hospital, Royal South Sydney Hospital, St. Joseph's Hospital - Auburn, St. Luke's Hospital, Hawkesbury District Hospital, Harbour District Hospital, Campbelltown District Hospital, Rachel Forster Hospital.

### Enquiries

Any enquiries concerning the information set out in this Information Bulletin should be directed to the relevant Human Resources staff in the relevant public health organisation